



POLICY ON HUMAN TRAFFICKING AND MODERN SLAVERY

LAST REVISION 04/02/2018

Powell Electronics, Inc. (“The Company” or “Powell”) treats each of its workers (e.g. employees, temporary associates, and independent representatives) with reverence, respect and dignity as a gesture of acting in good faith as a corporate citizen. The Company guarantees a work environment free of forced labor and human trafficking (also known as “modern slavery”) and child labor, as well as the movement of people, illegally, for the purpose of sexual exploitation or slavery (also known as “human trafficking”).

The Company does not withhold any information regarding an employee’s identity, and requires every worker of The Company to provide proof of citizenship and/or immigration documents, pending employment with The Company. All documents are checked and verified before any worker may begin working to confirm they meet legal standards and any applicable company policy.

Powell explicitly prohibits the procurement of commercial sex acts during the length of an employment for any and all workers of The Company.

Wages disbursed to any worker of The Company will meet the minimum requirements set forth by host country laws and any applicable local laws.

All workers of The Company are provided with a detailed and accurate employment agreement prior to relocation where the employee must relocate to perform the work. These documents are furnished in a language understood by the worker.

Powell requires all suppliers to accept and comply with each of the aforementioned policies and procedures.



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Any Powell employees or agents of The Company can report, without fear of retaliation, matters related to slavery and human trafficking to the Human Resources department by phone at (856) 241-8000 or by email to hr@powell.com.

Failure to follow the accountability standards set forth in this document will be met with disciplinary action, up to and including termination.